G. R. S. App. F. IX-4]

1943-44

File No. 1-43

Previous References.
Gde 295-39(3-6)
" 126-37(1-2)

(Gnc.)

Serial Nos. 2

Later References.
Gde 126-48-1-13.

GENERAL AND REVENUE SECRETARIAT

Serial Nos. one

2-11

Part B for NNG3'

SUBJECT.

" Special allowance @ Rs 100. P.M. to Th. P. Danikaran.

785-7.

25.10.43

" Sanctioned "

CONFIDENTIAL.

2353
Src.

Note dated the 30th June 1943 by the Minister for Industries & Supplies.

****

Things have not been moving very smoothly in some of our industrial concerns in regard to matters of personnel. There have been signs of a growing unrest among the higher technical staff; and we have lost, and are about to lose, some of our most competent and experienced managers and technicians. (The latest example is Mr.B.H.Krishna, General Manager of the Industrial and Testing Laboratory. Before him went:-

1. Mr.K.Parthasarathi, General Manager of the Government Electric Factory.
2. Mr.K.S.Ramamurti, Manager of the Mysore Lamp Works, and
3. Mr.Gundu Rao, Chemist, Mysore Sugar Co., and several others.)

Some more of our able men have resigned or are about to go. One of these is Mr.V.Rama Rao, Electrical Superintendent of the Government Electric Factory. Another is Mr.P.Hariharan, Pottery expert, Government Porcelain Factory

(The reason for this state of affairs is to be found in the present unusual conditions in Indian industry, which have created a very greatly increased demand for qualified and experienced technicians. Large numbers of technicians have been employed and are still wanted by the Government of India itself in its many departments and its numerous ordnance factories. The rapid expansion of private industry to meet war needs, or to take advantage of opportunities afforded by war conditions, has added greatly to the demand, with the result that the price or value of really able men has gone up very considerably.) Taking the examples given above, Mr.Parthasarathi, who was employed on Rs.550/- per month as General Manager of the Government Electric Factory went on Rs.1,000 per month to Mr.Ambalal Sarabhai's Swastik

Oil Mills. Mr.Ramamurti, who was getting Rs.150/- per month, as Manager of the Lamp Works, has been taken by the Government of India on Rs.350/- per month. Mr.Gundu Rao was getting Rs.250/- in the Mysore Sugar Co., has been given a higher salary in Lala Sir Shri Ram's Sugar Works. Mr.Hariharan, who is getting Rs.200/- is being offered over Rs.600 per month in Travancore plus share in profits.

I think we must recognise these hard facts and adjust our policy accordingly, if we are to prevent a further depletion of competent men from our industrial organisation. The matter was also raised in the recent meeting of the Legislative Council. It has to be recognished that conditions of service in our industrial establishments, which are mostly non-pensionable are different from those prevailing in other departments like Revenue or Education where experienced men stick to their jobs for fear of losing pensionary benefits and because they may not get much better prospects elsewhere.

It is true that under Essential Services (Maintenance) Act, we could force our technical men to remain in their posts and prevent them from seeking better prospects elsewhere, but we are not likely to get the best out of these men at least so long as this great disparity exists between what we are giving them and what they would be worth elsewhere.

I think, therefore, that at least so long as the conditions created by the War continue, such of the really experienced and competent technical personnel as are in receipt of salaries greatly below the prevailing rates elsewhere should be given an additional sum as a special allowance in order to keep them contented. I am having a list of such men prepared, but pending the preparation of this list there two cases (referred to above) which call for immediate action, as the men are about to leave. One of them has, as a matter of fact, already resigned. The two cases are:

1) Mr.V.Rama Rao is a specially trained and very competent designer and maker of transformers and other similar electrical appliances. His present salary is Rs.300 and he is due to get an increment of Rs.50/- in November 1943. Owing to the great scarcity of men with such experience and ability, his services were being eagerly sought after by a newly started rival Transformer manufacturing company (the A.E.C., Calcutta) and by another enterprising electrical concern at Lahore (Kaycee & Co) who might be prepared to offer him more than double the salary he is getting in Mysore. He has once tendered his resignation. This resignation has not been accepted but, owing to some differences between him and the General Manager of the Factory he is now on leave. The Development Secretary who was till lately Public Service Commissioner has gone carefully into this question of Mr.Rama Rao's differences with his superior officers and is of the view that apart from a few minor lapses, the charges against him have not been proved and that no attempt seems to have been made to hold a proper enquiry into the complaints and representations made by Mr.Rama Rao from time to time.

In my view, losing Mr.Rama Rao would most seriously affect the Transformer Section of the Government Electric Factory, which we have recently expanded and which has prospects of further expansion. I therefore strongly suggest that Mr.Rama Rao should be given a special allowance of Rs.200/- a month, and a conveyance allowance of Rs.50/- a month, as the factory is over 5 miles distant from Bangalore and outside the Municipal limits.

2) Mr.P.Hariharan is a qualified and capable pottery expert, has received training in Japan and has shown much initiative and skill. He is now drawing a salary of Rs.200/- (in the Government Porcelain Factory). I suggest

that he should be given an additional or special allowance of Rs.100/- and put in charge of the rapid expansion and development of crockery section. He has resigned, but has been served with a notice under the Essential Service (Maintenance) Act prohibiting him from leaving his post.

I am examining other similar cases of technical officers and shall make suitable proposals in consultation with the departmental heads concerned.

Dd. HAS
30/6.

****

" C O P Y "

Draft.

Secretary to Government,
Development Department.

Minutes of the Dewan.

" May be brought up at a council meeting after circulation"

Dd. N. M.
4/7

c27 365

Extract from the Proceedings of the Forty-Third *Meeting of the Council of Ministers held at Bangalore on* the 17th August *1943.*

2. Subject. -

Proposal to grant special allowance to Messrs. V.Rama Rao, Government Electric Factory, and P. Hariharan, Porcelain Factory.

OPINION OF THE COUNCIL.

The proposals regarding Mr. P. Hariharan may be sanctioned.

Note:-

The proposals re: Mr.V.Rama Rao's emoluments may be disposed of by circulation.

[redacted].

Separate extract sent.

(Signed) N. MADHAVA RAU,

DEWAN OF MYSORE.

Dep Sec'y W/C

W&S 19/8/43 C 19/8 Sec 19/8

OFFICE OF THE MINISTER FOR INDUSTRIES & SUPPLIES AUG 31 1943 No. 1879

"EXTRACT"

Chief Secretary to Government. 18/8

Extracting the proceedings taken & the file returned to C.B. for further action:

D.F.N. Sarbad for consideration

Dep Sec'y 27.8.

Received back from Mr. Sarbad for records C. Mem. Sarbad 4/9

Sec 27/8/43 W&S 30/8

C 31/8

D.S.N. revised as per instructions
received.
Cab 6/9/43
Min. Prod)

OFFICE OF THE MINISTER
FOR INDUSTRIES & SUPPLIES
SEP 7 1943
No. 1607

Signed final note is placed in the file
KKJ
17/9/43.

D.S.N. submitted.

1703

Dewan. 17/9

Final Note by the Minister for Industries and ~~Commerce~~ Supplies.

Subject.— Grant of a Special Allowance of Rs.100/- per mensem to Mr.P. Hariharan, Pottery Expert, Government Porcelain Factory.

Things have not been moving smoothly in some of the Government industrial concerns in regard to matters of personnel. There have been signs of a growing unrest among the higher technical staff and we have lost, and are about to lose, some of our most competent and experienced managers and technicians. The reason for this state of affairs is to be found in the present unusual conditions in Indian industry, which have created a very greatly increased demand for qualified and experienced technicians. Large numbers of technicians have been employed and are still wanted by the Government of India in its many departments and its numerous ordnance factories. The rapid expansion of private industry to meet war needs, or to take advantage of opportunities afforded by war conditions, has added greatly to the demand, with the result that the price or value of really able men has gone up very considerably.

2 I think, therefore, that at least so long as the conditions created by the war continue, such of the really experienced and competent technical personnel as are in receipt of salaries greatly below the prevailing rates elsewhere should be given an additional sum as a special allowance in order to keep them contented.

3 One of such cases is that of Mr. P.Hariharan, Pottery Expert, Government Porcelain Factory. He is a qualified and capable pottery expert, who has received training in Japan and has shown much initiative and skill. He is now in receipt of a pay of Rs.200/- a month and under existing sanction his services are to continue for another year, i.e., to the end of June 1944. I recommended the grant to him of a special allowance of Rs.100/- per mensem, in addition to his pay.

4 The recommendation was considered in Council at their meeting

held on 17-8-1943 when the following opinion was recorded:

" The proposals regarding Mr. P.Hariharan may be sanctioned ".

I solicit the gracious sanction of His Highness to the proposal.

Minister,
Industries and Supplies.

Bangalore,
17th September 1943.

Submitted to His Highness.

I submit herewith a Final Note by the Minister for Industries and Supplies on the subject of the grant of a special allowance of Rs.100/- per mensem to Mr. P. Hariharan, Pottery Expert, Government Porcelain Factory, for the gracious sanction of His Highness.

N. Madhava Rau

DEWAN.

Bangalore,

17th September 1943.

Record of Cases submitted for the Orders of His Highness the Maharaja.

No 218
19.9.43

Subject.

6 Proposal to grant a special allowance of Rs.100/- per mensem to Mr.P.Hariharan, Pottery Expert, Government Porcelain Factory.

No.219

7. ***Order.***

KN
21/9/'43.

8 Chief Secy
9/9/43
MP
23/9/43

2353
Dec.

General and Revenue

Secretariat.

e27.

SUBJECT :—

9 Proposal to grant a special allowance of Rs.100/- per mensem to Mr.P.Hariharan, Pottery Expert, Government Porcelain Factory.

(*)

14. All urgent or confidential files returned with His Highness' orders may, in the absence of instructions or indications to the contrary, be ordinarily circulated to the Ministers for perusal after the issue of orders.

16. The Secretaries concerned should see that orders in the cases referred to above are issued at once and that the files are returned immediately after, to the Chief Secretary for circulation to the Ministers.

17. In all other cases, the files will first be circulated to the Ministers at Headquarters and then sent to the Secretariat concerned for the issue of orders

10 Circulated to Council of Ministers for perusal of His Highness' orders before/after issue of orders. (*Vide* Rules 14, 16 and 17 of the Subsidiary Rules of the Mysore Government Business Rules.) (*)

Udayachary
Chief Secretary to Government.
28/9/43

Through the Secretary to Government,

Development...Department.

Cr
28/9

1876/30/9 11) Minister for Revenue and Law. 1.10

1967/29/9 12) Minister for Public Works. 29.9.

2121/27/9 13) Minister for Local Self-Govt. and Public Health. 28.9.43

1709/23.9 14) Minister for Industries and Supplies. 24/9/43

15) Minister for Education. 27/9

19489/27/9/43

Dev Secy copies

16) WD 1/10/43

1779 Cr 30/9

NOTE.—Contn. sheet

WD 0718—GPB—1,000—11-9-42/1

Min CUS. 9/9

Special allowance @ Rs 100 p.m.
to Lt: P. Harikumar.

Continuation Sheet. File No. / Current No. of Page. 235

18) Submitted with a draft-order.

14.10.

14/X/43

Draft approved.

21/11/43; For personal approval.

26-10 Joint Secy.) 26/10

29.10.43

2 To

The Govt Dir PC.
- Comptr Fin.
- Dir Pfc.

(2785-7 ~~25/X/43~~ 25/X/43

Sanctioning the grant of Spl allowance @ Rs 100- p.m. in addition to pay.

13. 17.11.

G. R. S. App. F VI—G. 2]

SUBJECT.....

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Diary No. of letter replied to.....

General and Revenue Secretariat.

( )

the *194* .

Date of issue 25-10-1943

Signed by Mr. D.S

May this be—

(i) printed ?

(ii) treated as a Standing Order ?

(iii) published in the Gazette, English Part ?

(iv) translated ?

(v) placed at the disposal of the Press ?

(iv) published in the Gazette, Kannada Part ?

Section. Ge.

File No. 1-43

Serial No. 2

Proceedings of the Government of His Highness the Maharaja of Mysore.

Read— Govt: order No: 49-8621-3] I & C 537-42-6 dt 26-6-1943 directing that the services of Mr: P. Hariharan, Pottery Expert; from 1.6.43 be extended by another year on the existing terms.

Order thereon.—No. D-2785-7 Govt: are pleased to direct that Mr: P. Hariharan, Pottery Expert; Govt: Porcelain Factory, be granted a special allowance of Rs 100 p.m. in addition to his pay viz Rs 200 p.m.

To, The Govt. of India; Concerns.
The Dir. of I & C
The Comptr: Thro' Sr: Deptt:-
14/X/43

Thro' 14.10.43.

D 14/10/43
V Secy: to Govt:
DW: Dptt.

List of Enclosures

Copied by

Examined by

WD 04162—GPB—60,000—23-10-41